

LETA	<i>Beth Courtney</i>	Policy No. 7-1
Section:		EFFECTIVE DATE: January 2, 1996
Subject:	Above-the-Minimum Hiring Rate(C.S. Rule 6.5(g))	REVIEW: 01/01/02
Source:	Executive Director	REVISION No. 2
		REVISED: 01/01/02

POLICY

It is the policy and procedure of the Louisiana Educational Television Authority to hire above-the-minimum rate when an applicant who is eligible for appointment possesses extraordinary or superior qualifications/credentials above and beyond the minimum qualifications and the applicant cannot be hired at the minimum rate. It is also the policy of LETA to adjust salaries of all current probation and permanent employees who possess the same or equivalent qualifications/credentials.

PURPOSE

The purpose of this policy is to establish a policy, that when determined necessary by the Appointing Authority, will allow LETA to recruit and hire employees with unique qualifications that will enable them to perform their duties in a superior manner with a minimum amount of training.

APPLICABILITY

Applies to applicants with extraordinary qualifications and can only be hired using C.S. Rule 6.5(g).

DEFINITIONS

Extraordinary qualifications means qualifications that are pertinent to the performance of the required duties and not commonly possessed by applicants or easily acquired through on-the-job training.

RESPONSIBILITY

It is the responsibility of the Executive Director or her designee to ensure that this policy is implemented appropriately and without abuse.